



AUSTRALIAN GENDER ECONOMICS WORKSHOP

PRESENTED BY BCEC & WEN

8 - 9 FEBRUARY 2018
FREMANTLE, WESTERN AUSTRALIA



#AGEW2018

@BankwestCurtin

@WomenEconAU

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ABOUT

Bankwest Curtin Economics Centre (BCEC)

The Bankwest Curtin Economics Centre is an independent economic and social research organisation located within the Curtin Business School at Curtin University.

The Centre was established in 2012 through the generous support of Bankwest, a division of the Commonwealth Bank of Australia. The Centre's core mission is to deliver high quality, accessible research that enhances our understanding of key economic and social issues that contribute to the wellbeing of West Australian families, businesses and communities.

BCEC's research and engagement activities are designed to influence economic and social policy debates in state and Federal Parliament, regional and national media, and the wider Australian community. Through high quality, evidence-based research and analysis, our research outcomes inform policy makers and commentators of the economic challenges to achieving sustainable and equitable growth and prosperity both in Western Australia and nationally.

The Centre capitalises on Curtin University's reputation for excellence in economic modelling, forecasting, public policy research, trade and industrial economics and spatial sciences. Centre researchers have specific expertise in economic forecasting, quantitative modelling and economic and social policy evaluation.

Please visit bcec.edu.au for further information.

Women in Economics Network (WEN)

The Women in Economics Network (WEN) is linked to The Economic Society of Australia (ESA). It has been formed to promote and support the careers of female economists in Australia.

The objectives for the Women in Economics Network are to:

- professionally connect and support the career development of women in economics,
- increase the representation of women at all levels of the economics profession,
- promote public contributions by female economists,
- encourage young women to study economics.

WEN membership is open to anyone with an interest in economics including economists and other professionals in academia, government, business and teaching. People can join the WEN by becoming members of their local branch of the ESA.

Men are welcome (and encouraged) to become members of WEN and attend most WEN events. However, some of the activities of the WEN such as the Women in Economics Retreat, mentoring program and media register are targeted specifically at women.

Please visit esawen.org.au for further information.

WELCOME



Welcome from Alan Duncan and Danielle Wood

Welcome to the first Australian Gender Economics Workshop! We are delighted to be hosting AGEW 2018 in Fremantle, and our special thanks to attendees who have travelled to be here – whether across the Swan River, across the Nullarbor, or from across the Indian or Pacific Oceans.

Bankwest Curtin Economics Centre (BCEC) and the Economic Society of Australia's Women in Economics Network (WEN) are proud to be collaborating to produce AGEW 2018, the first gender economics workshop of its kind in Australia.

The workshop combines BCEC's commitment to deliver research that contributes to the economic and social wellbeing of Australians, and WEN's mission to advocate for and promote women in economics.

There is still work to be done in advancing gender equality in Australia. The Australian Gender Economics Workshop will help to make a contribution to the research, analysis and policy discussions needed to improve economic and social outcomes and opportunities for both men and women.

We were delighted to receive such strong interest in the workshop from researchers working across a wide spectrum of gender economics topics. Through the workshop, we are pleased to offer the opportunity for all participants to connect to this wider community of economic researchers and policy analysts within Australia, all of whom share a common goal to better understand and tackle the issue of gender inequality.

Our special thanks to the Australian Government Department of Jobs and Small Business and the Office for Women at the Department of Prime Minister and Cabinet for their generous support of AGEW 2018.

We would also like to acknowledge and thank our two keynote speakers – Professor Alison Booth from the Australian National University and Associate Professor Betsey Stevenson from the University of Michigan. Our keynote speakers have made invaluable contributions to the knowledge base that informs our understanding of gender inequality and how to address it.

Of course, the workshop would not be possible without the AGEW 2018 organising committee: Astghik Mavisakalyan as Chair of the organising committee and Senior Research Fellow at BCEC; Rebecca Cassells, Principal Research Fellow at BCEC and Chair of the ACT branch of the Women in Economics Network; Analena Gilhome, Chair of the WA branch of the Women in Economics Network; and Leonora Risse, Chair of the Victorian branch of the Women in Economics Network.

We trust you will enjoy the workshop sessions and meeting new colleagues over the next two days. We thank all speakers, presenters, discussants and participants for your contributions and support, and hope to see you at more BCEC and WEN events in the future.



Professor Alan Duncan
Director, Bankwest Curtin
Economics Centre
Curtin Business School
Curtin University



Danielle Wood
Chair
Women in Economics Network
Australia

SPONSORS



Australian Government

Department of the Prime Minister and Cabinet

AUSTRALIAN GOVERNMENT OFFICE FOR WOMEN DEPARTMENT OF THE PRIME MINISTER AND CABINET

The Australian Government Office for Women, Department of the Prime Minister and Cabinet works across government to deliver policies and programmes to advance gender equality and improve the lives of Australian women. Our current priorities are:

- strengthening women's economic security including women's workforce participation;
- supporting more women into leadership positions; and
- ensuring that women and their children are safe from violence.

The Office for Women provides strategic policy advice and support to the Prime Minister and the Minister for Women. The Office for Women also works across Government to progress Australia's policies on international matters relating to gender equality and women.

PM&C aims to fulfil its role to provide advice on how best to take advantage of the opportunities and challenges facing Australia, by harnessing the skills, backgrounds and experiences of those within Australia's diverse population. The Australian Public Service Gender Equality Strategy (the Strategy) outlines the need for all Australian Government public service agencies to address gender inequality. The Strategy requires that agencies perform an honest stocktake, to shine a light on areas for improvement to embed a gender balanced workplace. PM&C's Gender Equality Action Plan 2016-19 sets out the roadmap to achieve this.

Further information about Office for Women can be found at <https://pmc.gov.au/office-women>; and the Department at: <https://pmc.gov.au/>.



Australian Government

Department of Jobs and Small Business

AUSTRALIAN GOVERNMENT DEPARTMENT OF JOBS AND SMALL BUSINESS

The Australian Government Department of Jobs and Small Business is responsible for national policies and programs that help Australians find and keep employment and work in safe, fair and productive workplaces. Our purpose is to foster a productive and competitive labour market through employment policies and programs that increase workforce participation and facilitate jobs growth through policies that promote fair, productive, flexible and safe workplaces.

We are committed to supporting and promoting workplace for gender equality. In the Gender Equality Action Plan 2016-2019, the Department has committed to actioning a number of priorities: increase taking up of flexible working arrangements, improve return to work experiences, SES employee gap analysis and gender balance in job roles and on boards and committees.

Further information about the Department can be found at jobs.gov.au.

CONFERENCE PROGRAM

DAY 1 – THURSDAY 8 FEBRUARY 2018

8:30-9:00	Coffee	
8:50-10:20	Plenary 1 – Island Suite	
	<p>Welcome to Country: Marie Taylor, Noongar Elder</p> <p>Opening: Deborah Terry, Vice-Chancellor, Curtin University</p> <p>Chair: Alan Duncan, Director, BCEC</p> <p>Keynote: Alison Booth, Professor, Australian National University Competitive behaviour in Economics: How different are men and women?</p>	
10:20-10:45	Morning refreshments – Carnac Room	
10:45-12:30	Session 1	
	<p>Rottneest Room</p> <p>1A: Gender and human capital</p> <p>Chair: Harry Bloch (Curtin University)</p>	<p>Garden Room</p> <p>1B: Gender and non-cognitive characteristics</p> <p>Chair: Maryam Naghsh Nejad (IZA)</p>
	<p>Tina Rampino (University of Queensland) Gender differences in educational aspirations and attitudes</p> <p>Discussant: Maria Racionero (Australian National University)</p> <p>Alison Preston (University of Western Australia) Understanding the financial literacy of men and women in Australia: A decomposition analysis Discussant: Astghik Mavisakalyan (BCEC)</p> <p>Michael Dockery (Curtin University) Labour market implications of promoting women's participation in STEM in Australia Discussant: Ishita Chaterjee (University of Western Australia)</p>	<p>Leonora Risse (RMIT University) How do differences in men's and women's personality profiles affect their job promotion prospects?</p> <p>Discussant: Salma Ahmed (Deakin University)</p> <p>Michael Jetter (University of Western Australia) Gender differences in competitiveness and risk-taking among children, teenagers, and college students: Evidence from Jeopardy! Discussant: Edwin Ip (Monash University)</p> <p>Claire Thibout (Melbourne Institute) The importance of self-confidence in explaining subject choices in high school Discussant: Elisa Birch (University of Western Australia)</p>
12:30-1:30	Lunch – Atrium Garden Restaurant	

1:30-3:15	Session 2	
	<p>Rottneest Room</p> <p>2A: Gender gaps in labour market outcomes Chair: Anne Daly (University of Canberra)</p> <p>Donna Ginther (University of Kansas) 'Why do women leave computer science and information technology jobs?' Discussant: Alan Duncan (BCEC)</p> <p>Rebecca Cassells (BCEC) The evolution of the gender pay gap in Australia: Do young women now have the advantage? Discussant: Diana Contreras Suárez (Melbourne Institute)</p> <p>Timothy Watson (Department of the Prime Minister and Cabinet) Digitalisation and the labour force gender participation gap in the Asia-Pacific Discussant: Yixiao Zhou (Curtin University)</p>	<p>Garden Room</p> <p>2B: Gender and leadership Chair: Tina Rampino (University of Queensland)</p> <p>Shanthi Manian (Washington State University) Leadership and gender discrimination: Explaining the gender gap using experimental evidence from Ethiopia Discussant: Michael Jetter (University of Western Australia)</p> <p>Edwin Ip (Monash University) How do gender quotas affect hierarchical relationships? Complementary evidence from a representative survey and labor market experiments Discussant: Ananta Neelim (RMIT University)</p> <p>Rachel Power (University of Technology Sydney) A policy paradox? Evaluating a target for gender diversity in corporate Australia Discussant: Rose Khattar (Australian Treasury)</p>
3:15-3:45	Afternoon tea – Carnac Room	
3:45-5:30	Session 3	
	<p>Rottneest Room</p> <p>3A: Culture, identity and behaviour Chair: Michael Dockery (Curtin University)</p> <p>Rose Khattar (Australian Treasury) It's raining men! Hallelujah? The long-run consequences of male-biased sex ratios Discussant: Maryan Naghsh Nejad (IZA)</p> <p>James Ottaway (Department of the Prime Minister and Cabinet) Labour markets, behavioural norms and identity Discussant: Leonora Risse (RMIT University)</p> <p>Ananta Neelim (RMIT University) Self-promotion, stereotypes and gender inequality: Breaking the shackles of modesty Discussant: Shanthi Manian (Washington)</p>	<p>Garden Room</p> <p>3B: Gender and social justice Chair: Siobhan Austen (Curtin University)</p> <p>Julie Smith (Australian National University) Markets and exchange of mother's milk – implications and regulatory approaches Discussant: Jaslin Kalsi (Curtin University)</p> <p>Sue Ash AO and Kelly Bruce (KB West Advisory) The tsunami that we can stop: The feminisation of poverty in Australia Discussant: Daniel Kiely (BCEC)</p> <p>Jay Martin (KPMG) Gender economics and the human services - pricing virtue Discussant: Margaret Giles (Edith Cowan University)</p>
6:30-late	Workshop Student Paper Award Ceremony – Indiana Cottesloe Host: Alan Duncan Special Guest: Siobhan Austen	

CONFERENCE PROGRAM

DAY 2 – FRIDAY 9 FEBRUARY 2018

9:00-10:20	Plenary 2 – Island Suite	
	<p>Opening: Astghik Mavisakalyan, Senior Research Fellow, BCEC</p> <p>Chair: Leonora Risse (RMIT University)</p> <p>Keynote: Betsey Stevenson, Associate Professor, Michigan University Gender representation in economics textbooks and what it means for inclusivity in the classroom</p>	
10:20-10:45	Morning Tea – Carnac Room	
10:45-12:30	Session 4	
	<p>Rottnest Room</p> <p>4A: Gender gaps in retirement income</p> <p>Chair: Rachel Ong ViforJ (BCEC)</p> <p>Emily Millane (Australian National University) Gender and superannuation in Australia: An historical overview Discussant: Helen Hodgson (Curtin University)</p> <p>Michelle Fairbairn (Australian Treasury) Superannuation savings across couples Discussant: Siobhan Austen (Curtin University)</p> <p>Brendan Coates (Grattan Institute) What's the best way to close the gender gap in Australian retirement incomes? Discussant: Alison Preston (University of Western Australia)</p>	<p>Garden Room</p> <p>4B: Evaluation of policies</p> <p>Chair: Daniel Kiely (BCEC)</p> <p>Maria Racionero (Australian National University) Gender gaps in the labour market: The role of parental leave policies Discussant: Jan Kabatek (Melbourne Institute)</p> <p>Salma Ahmed (Deakin University) Expansions in paid maternity leave coverage and women's labour market outcomes Discussant: Christine Smith (Griffith University)</p> <p>Anna Zhu (Melbourne Institute) The effect of changing financial incentives in the family on youth outcomes Discussant: Rebecca Cassells (BCEC)</p>
12:30-1:30	Lunch – Atrium Garden Restaurant	

1:30-3:15	Session 5	
	<p>Rottneest Room</p> <p>5A: Gender in developing countries Chair: Astghik Mavisakalyan (BCEC)</p> <p>Maryam Naghsh Nejad (IZA) Impacts of hosting refugee on fertility of natives Discussant: Tina Rampino (University of Queensland)</p> <p>Diana Contreras Suárez (Melbourne Institute) Sticky floors in developing countries - a distributional analysis of the formal and informal sector Discussant: Donna Ginther (University of Kansas)</p> <p>Christine Smith (Griffith University) Gender, consumption, and poverty in post-war Sri Lanka Discussant: Silvia Salazar (BCEC)</p>	<p>Garden Room</p> <p>5B: Economics of the household Chair: Mark Harris (Curtin University)</p> <p>Jan Kabatek (Melbourne Institute) Daughters and divorce Discussant: Ha Nguyen (BCEC)</p> <p>Ruth Badru (University of Otago) The effect of gender wage differentials and women's bargaining power on aggregate expenditure Discussant: Yashar Tarverdi (BCEC)</p> <p>Minhee Chae (Australian National University) Quantity-quality trade-off: Has the one-child policy reduced gender gap in cognitive development in China? Discussant: Claire Thibout (Melbourne Institute)</p>
3:15-3:45	Afternoon tea – Carnac Room	
3:45-5:30	Policy Symposium: Gender Equality: What policies does Australia need right now? Orion / Pleiades Room	
	<p>Chair: Tania Cecconi, Executive Director, CEOs for Gender Equity</p> <p>Panellists:</p> <p>Rebecca Cassells, Principal Research Fellow, BCEC</p> <p>Conrad Liveris, Corporate Adviser on workplaces and risk</p> <p>Hon. Simone McGurk MLA, WA Minister for Women's Interests; Child Protection; Prevention of Family and Domestic Violence; Community Services</p> <p>Diane Smith-Gander, Non-executive Director, Wesfarmers</p> <p>Betsey Stevenson, Associate Professor, Michigan University</p> <p>Vote of Thanks: Shari Cosgriff, Chief Operating Officer – Personal and Business Banking, Bankwest</p>	
5:30-7:00	Women in Economics Sundowner – Island Suite	

KEYNOTE SPEAKERS



Alison Booth
Australian National University

Alison Booth is a Professor of Economics at the Australian National University and an ANU Public Policy Fellow. She is also a Fellow of the Academy of Social Sciences in Australia, a Research Fellow of the Centre for Economic Policy Research in London, and a Research Fellow of the IZA in Bonn. Alison was President of the European Association of Labour Economists from 2006 to 2008, head of ANU's Research School of Social Sciences Economics Program from 2008 to 2009, and Editor-in-chief of Labour Economics for five years. She earned her PhD in Economics from the London School of Economics.

Alison has made significant research contributions in the fields of trade unions, on-the-job training and part-time work. Her book *The Economics of the Trade Union* was one of Princeton University's Economics Books of the Year in 1996. In 2017, she received the Distinguished Fellow Award of the Economic Society of Australia in recognition of her contribution to the development of economics.

Alison's more recent research has focused on the application of experimental economics to understand gender differences toward risk and competition, and the implications for education and labour market outcomes. Alison supported the creation of WEN in serving as one of the senior mentors at the first Women in Economics Network mentoring retreat held in Australia 2016.



Betsey Stevenson

University of Michigan

Betsey Stevenson is an Associate Professor of Public Policy at the Gerald R. Ford School of Public Policy, and also an Associate Professor of Economics, at the University of Michigan. She is a Research Associate with the National Bureau of Economic Research, a Visiting Associate Professor of Economics at the University of Sydney, a Research Fellow at the Centre for Economic Policy Research in London, and a Fellow of the Ifo Institute for Economic Research in Munich. Previously, Betsey has served as a member of the White House Council of Economic Advisers from 2013 to 2015 and as the Chief Economist of the U.S. Department of Labor from 2010 to 2011. In 2018, Betsey commenced an elected position on the Executive Committee of the American Economic Association.

Betsey's research focuses on the impact of public policies on the labor market. Her research explores women's labor market experiences, the economic forces shaping the modern family, and the potential value of subjective wellbeing data for public policy. Betsey earned her PhD in Economics from Harvard University and previously held positions at Princeton University and the University of Pennsylvania's Wharton School. She is a columnist for Bloomberg View and her analysis of economic data and the economy are frequently covered in the media.

PRESENTER ABSTRACTS

Session 1A GENDER AND HUMAN CAPITAL

Gender differences in educational aspirations and attitudes

Tina Rampino, University of Queensland

Positive attitudes and high aspirations are positively correlated with subsequent attainment and education-related behaviours. Using panel data from the British Household Panel Survey we examine gender differences in educational attitudes and aspirations among 11-15 year olds. We find that girls have more positive aspirations and attitudes than boys while heterogeneous gender effect models reveal that boys are more responsive to the home learning environment and that their educational attitudes and aspirations deteriorate at a younger age than those of girls. These findings have implications for policies designed to reduce gender differences in educational attainment as they identify factors which exacerbate the educational disadvantage of boys relative to girls.

Financial literacy and gender gaps: Evidence from Australia

Alison Preston, University of Western Australia; Robert Wright, University of Strathclyde

Using data from the 2016 wave of the Household Income Labour Dynamics Australia (HILDA) Survey we undertake the first nationally representative study of the determinants of financial literacy of adult men and women in Australia. We find that important determinants in the Australian context include marital status, age, migrant status (captured by birthplace), English ability, education, occupation, labour market status, sector of employment, geographic location and cognitive ability. We also examine the association between risk attitudes, personality traits and financial literacy. The mean literacy rate for men is 54.7% and for women 39.5%, which translates to a gender gap of 15.2 percentage points (or 38.5%). Our regression analysis shows that this gender gap is not the product of male-female differences in characteristics such as education, marital status, age, cognitive ability and risk taking. The findings are consistent with previous studies which also show a limited role for characteristics in explaining gender gaps in financial literacy.

Labour market implications of promoting women's participation in STEM in Australia

Michael Dockery, Curtin University; Sherry Bawa, Curtin University

It is commonly argued that maintaining and enhancing Australia's standard of living will require increasing the proportion of the population attaining university level qualifications in science, technology, engineering and mathematics (STEM). Accordingly, governments and universities have been proactive in encouraging women, who represent only around 20% of Australians with STEM qualifications, to enter STEM courses. However, recent analyses of data from the Australian Graduate Survey found that female STEM graduates had relatively poor wage and job-match outcomes upon entering the labour market. This paper presents evidence on career outcomes for women with STEM degrees in Australia from Australian Bureau of Statistics Census data and panel data from the Household, Income and Labour Dynamics in Australia Survey (HILDA). The results provide further evidence that policies to promote female participation in STEM need to be accompanied by measures to address career barriers they face in the labour market. Women who gain STEM qualifications have lower labour market participation rates, higher unemployment rates, are relatively dissatisfied with their employment opportunities and with the extent to which their skills are utilised in their jobs compared to women with other tertiary qualifications. They also face a larger wage gap relative to men with equivalent qualifications.

Session 1B GENDER AND NON-COGNITIVE CHARACTERISTICS

How do differences in men's and women's personality profiles affect their job promotion prospects?

Leonora Risse, RMIT University

This paper analyses the ways in which individuals' personality characteristics are empirically linked to their job promotion prospects, and how these links are patterned by gender. In addition to the Big Five traits and Locus of Control, focus is placed on the explanatory role of confidence in determining an individual's likelihood of job promotion. This focus is motivated by a growing emphasis in contemporary workplace culture encouraging women to 'lean in' and display greater assertiveness and confidence in their professional workplace environment. We use nationally-representative workforce data for over 7500 individuals collected in the Household, Income and Labour Dynamics in Australia (HILDA) Survey for the years 2012 and 2013. Confidence is captured by a psychometric survey instrument, 'Achievement Motivation', which is dually comprised of 'hope for success' and 'fear of failure'. We find that hope for success translates into a higher likelihood of job promotion, but only among men. Women's promotion prospects are therefore disadvantaged not only by their tendency to display lower hope for success than men, but also because this measure of confidence does not elevate women's promotion prospects in the same way that it benefits men. These findings should prompt workplaces to assess whether gender biases exist in the way that personality characteristics are valued in their organisation; to guard against relying on confidence as a proxy for a worker's true productive capability; and to avoid construing confidence as a stereotypical quality of an effective leader.

PRESENTER ABSTRACTS

Gender differences in competitiveness and risk-taking among children, teenagers, and college students: Evidence from Jeopardy!

Michael Jetter, University of Western Australia; Dr Jay K Walker, Old Dominion University

Studying competitiveness and risk-taking among Jeopardy! contestants in the US, this paper analyses whether and how gender differences emerge with age and by gender of opponent. Our samples contain 186 children (aged 10-12), 310 teenagers (aged 13-17), and 299 undergraduate college students. We measure competitiveness via the likelihood of (i) winning an episode, (ii) responding to a clue (i.e., 'buzzing' in), and (iii) responding correctly to a clue. Risk-taking is assessed via Daily Double wagering decisions. We identify no noticeable gender differences in our competitive measures throughout all three samples, but this result changes when considering risk-taking. Although we identify no gender differences in wagering for children, males begin to wager substantially more as they become teenagers, leading to the emergence of the gender gap. In terms of magnitude, teenage girls wager 7.3 percentage points less of their maximum wager than teenage boys, equivalent to approximately \$451. This gap persists for college students, albeit with a somewhat smaller magnitude of \$297. Finally, male teenagers and college students wager substantially less when competing against females. In turn, the gender of opponents does not influence female competitive behavior and risk-taking.

The importance of self-confidence in explaining subject choices in high school

Benoît Rapoport, Centre d'Économie de la Sorbonne, University Paris 1 – Panthéon Sorbonne & Institut National d'Études Démographiques (INED), France; **Claire Thibout, Melbourne Institute**

Educational choices remain incredibly gendered. This paper investigates whether the subject choices of Australian students in high school are influenced by gender differences in test scores and beliefs about abilities. We use the 2009 cohort of the Longitudinal Surveys of Australian Youth (LSAY), which contains both students' PISA test scores and rich information about their self-perceptions in their own abilities compared with other students in English/literacy, mathematics, and science. This allows us to build a measure of over/underconfidence in all three subjects. Our analysis also controls for the efforts exerted by the students in each subject. We show that girls slightly under-estimate themselves in English compared to boys, however this is not the case in mathematics or science. Failing to control for self-confidence leads to biased coefficients of the PISA scores. On the contrary, omitting effort does not change the results, suggesting that it is not an important source of endogeneity with respect to test scores.

Session 2A GENDER PAY GAPS IN LABOUR MARKET OUTCOMES

Why do women leave computer science and information technology jobs?

Donna K Ginther, University of Kansas; Dr Joshua L Rosenbloom, Iowa State University

This paper uses data from the Science and Engineering Statistics Data System to examine factors associated with women's representation in computer science and information technology (CS/IT) occupations. Over half of people employed in CS/IT occupations do not report a CS/IT highest degree. Women are significantly less likely to major in CS/IT fields and are less likely to work in CS/IT occupations. Conditional on having a CS/IT major, women are significantly less likely to work in a CS/IT occupation as a result of having young children. Women's propensity to exit CS/IT occupations has worsened from the 1990s when women were leaving at lower rates to 2013, where women are now significantly more likely to leave CS/IT occupations. Our results show that when women do leave CS/IT occupations, they are also more likely to leave the labor force and report doing so because of their families.

The evolution of the gender pay gap in Australia: Do young women now have the advantage?

Rebecca Cassells, Curtin University; Anne Daly, University of Canberra; Alan Duncan, Curtin University

The gender pay gap has remained a persistent feature of the Australian labour market for some time. This is despite women making great inroads in educational attainment and labour force participation. The greater investment in human capital for younger generations relative to older cohorts, together with increased family support structures such as childcare and paid parental leave and changing attitudes to a woman's role in society, raises the expectation that, on average, young women should fare better in the labour market than young men.

In this paper we assess the gender pay gap for young people throughout their twenties and thirties that fit within a generational cohort – generation Y. It is anticipated that this cohort in particular may be immune from gender differences in labour market outcomes, especially at the beginning of their working lives. We use 16 waves of the Household Income and Labour Dynamic in Australia survey to track the evolution of both the gender pay gap and the underlying drivers and how these change over time. We pay special attention to the role hours of work play in rewarding or penalising wages, both in a contemporaneous context and historically

Our findings show that the gender pay gap among young Australians is narrower in their early twenties, however, compared with older generations at the same age, the pay gap (measured on an hourly basis) is wider. We also find that while contemporaneously part-time work offers a premium relative to full-time work, this type of labour market attachment has future implications for wages. Specifically, we find that a history of full-time hours and especially 'big' full-time hours attracts a wage premium, whereas a penalty exists for a labour market history of working part-time hours.

PRESENTER ABSTRACTS

Digitalisation and the labour force gender participation gap in the Indo-Pacific

Timothy Watson, Department of the Prime Minister and Cabinet; Dr Michael Corliss, Policy Adviser, Economic Policy Branch, Department of the Prime Minister and Cabinet; Michelle Le, G20 and Economic Policy Branch, Department of the Prime Minister and Cabinet

Since 2000 the gap between female and male workforce participation in the Indo-Pacific has narrowed, while indicators of digital connectivity and internet use have grown rapidly. We find a robust and statistically significant correlation between Internet use and female workforce participation controlling for country fixed effects, a time trend, and numerous other controls. The most conservative estimate suggests that, on average, growth in Internet use has been associated with around two-thirds of the increase in female participation in the Indo-Pacific since the year 2000. Instrumental variables estimation finds support for a causal relationship between Internet use and female participation, and indirectly points to the importance of the free flow of information online for female participation in the region. We also find an insignificant relationship between trade and female participation. Despite finding a positive association between internet use and female participation, a number of barriers exist that are preventing women from fully sharing in the benefits of the digital economy. Based on preliminary findings from the G20 Taskforce on Digitalisation, we consider a range of measures that policymakers in the Indo Pacific can pursue to address these barriers.

Session 2B GENDER AND LEADERSHIP

Leadership and gender discrimination: Experimental evidence from Ethiopia

Shibiru Ayalew, Seoul National University; **Shanthi Manian, Washington State University;** Ketki Sheth, University of California

Globally, women are underrepresented in top management. We propose that this may result from discrimination from below: gender discrimination by subordinates can make a female leader less effective than an otherwise identical male leader. Using a novel “lab in the field” experiment in Ethiopia, we test whether leader gender influences the way subjects respond to leadership, and whether providing information about the leader’s underlying ability changes this gender gap. We find evidence for discrimination against female leaders when subjects are given no information about leader’s ability: subjects are less likely to follow female leaders, which reduces the performance of the female-led team. In contrast, when the leader is presented as highly trained and competent, the gender gap is reversed: subjects are more likely to follow women than men. The findings are consistent with a model of discrimination in which the same signal is interpreted differently for different genders, and which implies less discrimination among the highly educated. Consistent with this, we demonstrate a lack of discrimination in a resume evaluation experiment for a management position. And, using a large sample of university administrative employees, we show that there is no gender wage gap among the highly educated.

How do gender quotas affect hierarchical relationships? Complementary evidence from a representative survey and labor market experiments

Edwin Ip, Monash University; Andreas Leibbrandt, Monash University; Joseph Vecci, University of Gothenburg

Gender quotas are implemented in many organizations but it is unclear whether they improve or damage the functioning of hierarchical relationships. We conduct a representative survey and a novel set of laboratory experiments to study opinions on gender quotas for managers and how they influence wage setting and worker effort. Our findings reveal that opinions and workplace reactions to gender quotas crucially depend on the specifics of the labor market. In our survey, we observe that approval for gender quotas is low if there is no disadvantage against women in the manager selection process, regardless whether there are gender differences in performance. Complementing this evidence, we observe in our experiments that quotas lead in such environments to lower wages and effort levels. However, in an environment where there is a biased selection process, we observe a high approval rating for quotas and that they increase wage and effort levels. Our results suggest that it is important to evaluate the existence and nature of disadvantage in the specific labor market before implementing gender quotas.

A policy paradox? Evaluating a target for gender diversity in corporate Australia

Rachel Power, University of Technology Sydney

In 2015, a target was set to improve gender diversity in corporate Australia – that 30% of positions on the boards of directors of ASX 200 companies should be filled by women, by 2018. The 30% Club, the organisation responsible for the policy, is established in 11 nations, though no research exists which causally assesses the effect of the organisations' targets on the representation of women in corporate leadership roles. Using data from the Workplace Gender Equality Agency, we assess the impact of the 30% target in Australia, on firms' board-level gender balance, human resource policies, and the gender composition of each firms' workforce. We find limited support for the hypothesis that the intervention significantly increased the share of women on the boards of targeted companies, though results suggest that the policy correlated with a substantial increase in the likelihood of firms implementing internal targets for board diversity and encouraged some firms to introduce formal selection processes for board members. These results signal a policy paradox: firms have responded to the target by formalising gender diversity policy, rather than by improving gender balance of their management teams.

PRESENTER ABSTRACTS

Session 3A CULTURE, IDENTITY AND BEHAVIOUR

It's raining men! Hallelujah? The long-run consequences of male-biased sex ratios

Pauline Grosjean, University of New South Wales; **Rose Khattar, Office of Senator Deborah O'Neill**

We document the short- and long-run effects of male-biased sex ratios. We exploit a natural historical experiment where large numbers of male convicts and far fewer female convicts were sent to Australia in the 18th and 19th centuries. In areas with more male biased sex ratios, women were historically more likely to get married and less likely to work outside the home. In these areas today, both men and women continue to have more conservative attitudes towards women working, and women work fewer hours outside the home. While these women enjoy more leisure, they are also less likely to work in high-ranking occupations. We demonstrate that the consequences of uneven sex ratios on cultural attitudes, labor supply decisions, and occupational choices can persist in the long run, well after sex ratios are back to the natural rate. We document the roles of vertical cultural transmission and marriage homogamy in sustaining this cultural persistence.

Labour markets, behavioural norms and identity

James Ottaway, Department of the Prime Minister and Cabinet

There has been a history of debate and disagreement over the effect the Big Five personality traits have on wages. A constant however, is the differing effect for men and women in the labour market. Using HILDA data from 2013 we test the hypothesis that women are punished for deviating from their gender norm in terms of personality traits. We find that men and women differ in regards to distribution and score of the Big Five personality types. We focus on 'outliers', those that deviate from the feminine gender norm towards masculinity. We find that occasionally women are punished for this deviation, by a deduction to their wages, but so are men, although men are also sometimes rewarded for it. The returns on deviating, if they exist at all, do not always differ for men and women. When outlier returns don't differ between the sexes, this may reflect the traits influencing productivity, but when they do differ, as is the case with openness-to-experience in balanced occupations, this suggests discrimination is occurring.

Self-promotion, stereotypes and gender inequality: Breaking the shackles of modesty

Julio Mancuso Tradenta, LaTrobe University; **Ananta Neelim, RMIT University**

Individuals are often required to engage in self-promotion for professional recognition, career success and improving social image. However, such actions are constrained by social norms that disapprove immodest behavior. The impact of these norms is disproportionately higher for women, placing them at a disadvantage relative to men. In this paper, we report results from an experiment where male and female participants elicit their preferences towards self-promotion. Across our treatments, we vary the intrinsic costs associated with breaking modesty norms and examine its impact on self-promotion behavior. Our results show that men are up to 5 times more likely to self-promote relative to women when these intrinsic costs are high. However, when the intrinsic costs of self-promotion are reduced, women respond overwhelmingly by increasing their self-promotion, while men's decisions remain largely unaffected. In all cases, after the self-promotion costs are reduced, the initial gender gap in it no longer persists.

Session 3B GENDER AND SOCIAL JUSTICE

Markets and exchange of mother's milk — implications and regulatory approaches

Julie Smith, Australian National University

Taking the case of breastfeeding as archetypal for the non-market household economy, this paper explores whether emerging global markets in mothers' milk are good or bad for women and their infants and young children, and how governments might most usefully respond. The Australian government recently approved importation and selling of breastmilk by NeoLacta Lifesciences, an Indian company that previously operated dairies in Australia. Making breastmilk more easily available through exchange may help more mothers breastmilk-feed and its sale could improve the economic situation for women, but also has risks. What is the role and impact of gender in these developments? The paper outlines the growing commercial markets and other trading in human milk, and their key drivers, potential risks and benefits, and current regulatory approaches. It briefly reviews the history of public health regulation of dairy milk for infants then considers how policy and regulation might make breastmilk and maternal breastfeeding more available. The paper argues that the invisibility of women's non-market work and productivity in economic statistics results in gender blindness in policy approaches. This results in policies which favour market production over non market production, increases public and private health costs, and creates or entrenches gender inequity.

PRESENTER ABSTRACTS

The tsunami that we can stop: The feminisation of poverty in Australia

Sue Ash AO, State Emergency Management Committee; **Kelly Bruce, KB West Advisory**

With each successive generation Australian women have secured substantial improvements in their health, education, welfare and economic independence and yet women in this country have not yet achieved equality except in a handful of measures. For young women entering the work force now these entrenched inequities will be compounded by the changing nature of work towards less secure employment, the erosion of workplace conditions and a diminishing social safety net. Combined with the lack of effective policy responses to address the current situation, these additional challenges may mean that, without concerted and ongoing efforts, many young women may actually be worse off than the previous generation.

The paper explores the economic, social and policy trends that have impacted equity and agency for women in Australia over the past 60 and the ways in which advocacy has influenced change. This paper also looks to the future and examines the lessons learned which may inform new responses to ensure economic security and equality for women in Australia.

Gender economics and the human services – pricing virtue

Jay Martin, KPMG

This paper represents initial consideration of how the level of ‘care’ provided in our community could be thought of as a Common Pool Resource, and discusses some of the policy implications of doing so.

It explains and describes how our communal responsibility for ‘care’ shifted from a largely informal system (provided by women on a domestic basis) to a system with substantial formal component (operating under market-driven principles), and how this has created a space where tensions between different possible approaches to managing this communal resource have ever since been played out.

It raises some preliminary conclusions regarding how the inherently gendered nature of the issues at play may be influencing the arguments and debates – before returning to the Common Pool Resource literature to seek alternative perspectives that may do more justice to both citizens in general and women specifically.

Session 4A GENDER GAPS IN RETIREMENT INCOME

Gender and superannuation in Australia: An historical overview

Emily Millane, Australian National University

This paper presents a gender analysis of historical debates on superannuation in Australia. Firstly, it considers how women's different situation was reflected in the federation-era debates on age pensions. Secondly, the paper looks at the debates around the 1976 National Superannuation Committee of Inquiry (the 'Hancock Inquiry'). Thirdly, it looks at debates around the introduction of state-mandated occupational superannuation in the 1980s and early 1990s. The superannuation scheme which was ultimately legislated in 1992 has served to entrench gender inequality during working life. Finally, the paper provides a brief overview of current debates around superannuation, focusing on the 2016 Senate Economics References Committee and its report, *A Husband is Not a Retirement Plan – Achieving Economic Security for Women in Retirement*. The paper concludes that there has been clear evidence dating back to the 1890s of the gender implications of a contributory pension system. Age pension adequacy and redistribution through the tax and transfer system are two means of addressing the systemic gender inequality of Australia's modern superannuation system.

Analysis of superannuation for couples using tax data

Michelle Fairbain, Australian Treasury

Superannuation accounts in Australia can only be held by single individuals, not couples, families or households. As a result of this structure, analysis of superannuation income adequacy is often conducted at the individual level. This may distort findings by ignoring the possibility of households pooling resources. Since 2012-13, individual tax returns have required all tax filers to report the identity of their spouse. The Australian Taxation Office has provided Treasury with a de-identified version of this data, which can be linked with member contribution statement data.

This paper validates the linked data against Census data, finding that the proportion of the population that are coupled in the tax data corresponds closely with the proportion of the population who identify as coupled in the Census data, particularly in the 45-65 age group. We explore the relationships between the voluntary contributions of couples. We find voluntary concessional contributions are skewed strongly to primary earners, and then explore the implications of changes in contributions caps for this differential. Finally, we assess the data on superannuation balances to determine whether considering balances at the couple level changes measures of saving adequacy within superannuation.

PRESENTER ABSTRACTS

What's the best way to close the gender gap in retirement incomes?

Brendan Coates, Grattan Institute

Australia has a persistent gender gap in retirement savings and incomes. Many commentators advocate for more generous superannuation tax breaks to boost retirement incomes. But expanding already-generous caps on superannuation contributions would likely worsen gender inequality in retirement savings. Other proposals to provide more top-ups to the superannuation savings of low-income earners are at least somewhat targeted at the problem.

But super is simply the wrong tool to improve the retirements of low-income earners. With the Age Pension and Rent Assistance, government already has the right tools for assisting lower-income Australians. These tools can deliver much more targeted support to women at greatest risk of poverty in retirement, including existing retirees, without worsening the gender gap in retirement incomes. I propose two reforms that together could provide a boost to the retirement incomes of Australia's most vulnerable women. First, better targeting super tax breaks to the purposes of superannuation would reduce the gender gap in retirement savings. Second, a targeted boost to the Age Pension for retirees that do not own their own home, delivered as higher Commonwealth Rent Assistance, would do the most to alleviate poverty in retirement and reduce the gender gap in retirement incomes.

SESSION 4B EVALUATION OF POLICIES

Parental leave regulations are a central element of family policies in most OECD countries

Elena Del Rey, University of Girona; **Maria Racionero, Australian National University**; Jose I. Silva, University of Girona

This paper formally incorporates parental leave provisions in a theoretical search and matching labour model with two types of workers, women and men, to explore the effects of type-specific parental leave policies on the labour market outcomes of both women and men, particularly on the gender pay and unemployment gaps. We do so for alternative market structure and wage-setting assumptions.

Expansions in paid maternity leave coverage and women's labour market outcomes

Salma Ahmed, Deakin University

The 2006 Labour Act of Bangladesh increased employer-sponsored, paid maternity leave length from 12 to 16 weeks. Differential coverage across industrial sectors and occupation and demographic groups provides an opportunity to identify the effects of this mandated policy in a natural experiment framework. Exploiting three rounds of Labour Force Surveys and using difference-in-differences methods, we find that increased maternity leave length is associated with increases in working hours but did not affect wages of eligible women relative to the wages and working hours of three comparison groups: women with 2 children, all men and single men.

The effect of changing financial incentives in the family on youth outcomes

Agne Suziedelyte, City, University of London; **Anna Zhu, Melbourne Institute**

This paper evaluates how a welfare reform in Australia reducing the amount of financial resources to the family impacted on the short and medium-term welfare, family formation and housing decisions of affected youth. The parents in our study were exposed to the welfare reform impacts when their child was in late adolescence. We apply a Regression Discontinuity Design (RDD) using biweekly administrative data capturing separations occurring among low and middle income couples. Our results show that mothers did not manipulate the timing of their separation or refrain from separating after the reform was implemented. We find little intergenerational effect of a reduction in financial resources in the family available at the time of relationship breakdown.

SESSION 5A GENDER IN DEVELOPING COUNTRIES

Impacts of hosting refugees on fertility of natives

Chiara Kofol, University of Bonn; **Maryam Naghsh Nejad, IZA**; Isabel Ruiz, University of Oxford

There are not much evidence on the impact of forced migration on fertility decisions of the natives in host countries. Given the increasing number of refugees in recent years and the fact that the majority of these refugees are hosted in neighboring countries in large clusters, understanding the impacts that such population influx can make on the natives is rather important and timely. This paper estimates the impact of hosting refugees fleeing from the genocides of Rwanda and Burundi in the Kagera region of Tanzania between 1991 and 2010 on the fertility decision of the natives. The study uses longitudinal data from the Kagera Health and Development Survey and identification strategy relies on the fact that refugees were randomly settled in the region based on the limitation of geography and logistics. We find higher fertility rates in areas most affected by the population influx 10 and 17 years afterwards.

PRESENTER ABSTRACTS

Sticky floors in developing countries – a distributional analysis of the formal and informal sector

Lisa Cameron, IZA; **Diana Contreras Suárez, Melbourne Institute**

This paper decomposes the gender wage gap in Indonesia into explained and unexplained gaps. We use the method of (Firpo, Fortin, & Lemieux, 2009) to decompose the wage gap along the earnings distribution and do this for both the formal and informal sector. Our main data source is the 2011 Indonesian National Socioeconomic Survey which allows the construction of some key human capital variables that determine labour productivity (e.g. career interruptions). We find wage gaps to be higher in the informal sector but decreasing as earnings increase. The gender wage gap in the formal sector decreases from 62% at the 10th percentile of the wage distribution to 11% at the 90th percentile. The corresponding decline in the informal sector is from 62% to 44%. We find strong evidence of sticky floors in the formal sector and for younger cohorts of women working in the informal sector.

Gender, consumption, and poverty in post-war Sri Lanka

Maneka Jayasinghe, Griffith University; **Christine Smith, Griffith University**; Shyama Ratnasiri, Griffith University; Andreas Chai, Griffith University

The idea that female-headed households (FHH) disproportionately represent the poor, and that they experience a higher incidence of poverty than male-headed households (MHH), has been discussed widely in the literature on gender and poverty. Nevertheless, important questions remain unexplored; how does the gender of the headship affect the household's ability to reap the benefits of consumption economies of scale (CSE)? and how do these differences in CSE change the poverty status in MHH and FHH? This study, using 2009/10 and 2012/13 Income and Expenditure survey data for Sri Lanka, uncovers the differences in CSE associated with the gender of household headship. The Engel equivalence scale approach is employed to measure the level of CSE among MHH and FHH and to reestimate poverty rates at the national and sub-national levels incorporating CSE. Our results indicate that FHH enjoy greater CSE. However, the poverty among FHH are higher than that of their male-headed counterparts, even after CSE are allowed for, and this has persisted over time. This is attributed to household structural differences associated with gender of the head. This analysis sheds new light on the existing debate on poverty and household headship utilising a different lens.

SESSION 5B ECONOMICS OF THE HOUSEHOLD

Daughters and divorce

Jan Kabatek, Melbourne Institute; David C. Ribar, University of Melbourne

What makes couples with daughters more likely to divorce than couples with sons? Using Dutch registry and U.S. survey data, we show that daughters are associated with higher divorce risks, but only when they are 13-18 years old. These age-specific results rule out explanations involving overarching son preferences and selection. Our findings are more consistent with causal mechanisms involving relationship dynamics in families with teenage children. Survey evidence buttresses this interpretation. Subsample analyses show that the magnitude of the effect is linked to parental gender norms and that the effect is absent for fathers who grew up with sisters.

The effect of gender wage differentials and women's bargaining power on aggregate expenditure

Ruth Badru, University of Otago

This paper examines the influence of gender inequality in the determination of effective demand in the US, UK, Canada and Australia. Focusing on consumption as a pathway to growth, the simple Keynesian construction of consumption behaviour is extended by introducing differences in the marginal propensity to consume out of male and female income.

Econometric evidence is presented that upward convergence of women's wages to men has a substantial positive impact on aggregate consumption when household spending is assumed to be wage-constrained. This conclusion is especially true for the UK, US and Australia. However, we do not find conclusive evidence to show that rising gender wage inequality had a dampening effect on the time path of consumption in Canada.

We employ time series estimation of consumption specifications using the autoregressive distributed lag (ARDL) bounds testing approach to cointegration developed by Pesaran et al. (2001) to examine the long-run effects and short-run dynamics of gender wage inequality and female bargaining power on aggregate consumption. The argument is made that, *ceteris paribus*, improvements in the labour market conditions of women has an overall positive effect on aggregate household consumption expenditure.

Quantity-quality trade-off: Has the one-child policy reduced gender gap in cognitive development in China?

Minhee Chae, Australian National University

This study documents heterogeneous impacts of the number of siblings on individual cognitive developments between men and women in a society with son preference. In particular, we examine whether having less siblings reduces gender gap in cognitive abilities in the society. We exploit exogenous variations in fertility introduced by China's One-Child Policy (OCP) in order to overcome parental level selection issue. The main results show women outperform men in cognitive ability tests among those who were born after the birth control policy was intensified, while men have better performance than women among those born before that on average. Our results possibly suggest 1) the reason why men have better cognitive abilities than women among pre-OCP birth cohorts could be due to unequal intra-household resource allocations in childhood rather than native ability differences 2) having less or no siblings benefits female more than it does for male in a society with preference favoring male offsprings.

WELCOME



Marie Taylor
Noongar Elder

Marie Taylor is a proud descendant of the Whadjuck/Barlardong Noongar people, the most ancient peoples of the world, and also of Dutch heritage.

Marie is the eldest of ten children and mother of three children and grandmother of sixteen grandchildren. She was a foster parent and these children are still part of her life today. She has had a long career in both Government and non-Government agencies in a range of positions, and has recently retired.

Marie is currently the chairperson of the Yelakitj Moort Nyungar Association which ensures culture, traditions, language and stories of the Nyungar families are maintained and taught in schools and communities.



Deborah Terry AO
Curtin University

Professor Deborah Terry was appointed Curtin University's Vice-Chancellor in February 2014 and is a Fellow and the immediate past President of the Academy of Social Sciences in Australia (ASSA), as well as Deputy Chair of the Board of Universities Australia. She is also on the Board of Committee for Perth and AARNET, the provider of Australia's network infrastructure for education and research, and a past Chair of the Australian Council of Learned Academies and the Australian Research Council's College of Experts in the Social, Behavioural and Economic Sciences.

Professor Terry completed her PhD in Social Psychology at the Australian National University in Canberra. She had a distinguished career at the University of Queensland, initially as an internationally recognised scholar in psychology, before progressing through a number of senior leadership roles, including Senior Deputy Vice-Chancellor. She was made an Officer in the General Division of the Order of Australia (AO), the country's highest honours system for achievement and service, in June 2015 for distinguished service to education in the tertiary sector.

PRESENTERS



Salma Ahmed
Alfred Deakin Institute

Salma Ahmed joined the Alfred Deakin Institute (ADI) as a Post-doctoral research fellow in January 2013 and is currently a Research Fellow at the institute. Since 2016 Salma has been teaching 'Economic Development' in the School of Humanities and Social Sciences at Deakin University. She joined the ADI after finishing her Ph.D. in Economics from Monash University and received her MPhil in Economics from Monash University in 2008. Salma's research is primarily in Labour Economics and Applied Microeconometrics. Her research has focused on two central areas: (i) gender and economic development, and (ii) child health.



Ruth Badru
University of Otago

Ruth Badru is a doctoral researcher in the Department of Economics, University of Otago. Her research interests are mainly in the areas of gender economics, behavioural finance, applied econometrics and quantitative methods. Her current research is focused on the empirical evaluation of the impact of gender inequality on macroeconomic outcomes.

Prior to her doctoral studies, Ruth worked briefly as a Research Associate and communications liaison at the African Women Empowerment & Development Guild of Nigeria. She is currently involved in teaching introductory micro and macroeconomics at the University of Otago.

PRESENTERS



Kelly Bruce
KB West Advisory

Kelly Bruce is the co-founder and director of KB West Advisory, a specialist advisory firm to the not-for-profit sector. After a background in private industry Kelly has worked as a consultant, executive manager, researcher and project manager with the community sector, engaging with NFP organisations, government and academic and research institutions. Kelly has a particular interest in bringing together research with the stories of the lived experience of disadvantage with the purpose of informing strategy, policy and service design.



Rebecca Cassells
Bankwest Curtin Economics Centre

Rebecca is Principal Research Fellow with the Bankwest Curtin Economics Centre. Rebecca has a diverse research portfolio that deals both with research methods and policy evaluation. Her principal areas of research include: poverty and disadvantage, social exclusion, wealth and superannuation; child and youth wellbeing; education; geographic differentials and gender divisions. She has led major commissioned research reports for government, private sector and not-for-profit organisations. Her work has been influential in driving public debates and influencing policy and legislation. Rebecca also serves Chair of the ACT Women in Economics Network.



Minhee Chae
Australian National University

Minhee Chae is a PhD candidate and an associate lecturer of the Research School of Economics at the Australian National University. Her research interests include analysing environmental factors that cause gender differences in economic outcomes and behaviours that are highly associated with academic and job performance, especially in a society with son preference. She is currently working on projects about 1) sibship size effects on child cognitive and physical development and 2) peer gender composition effects on student academic achievements.

PRESENTERS



Brendan Coates
Grattan Institute

Brendan Coates is a Fellow at the Grattan Institute. Brendan's research focuses on tax reform, economic and budget policy, retirement incomes and superannuation, transport infrastructure, cities and housing. He has written extensively on superannuation and retirement incomes policy, co-authoring Grattan's reports, Super Tax Targeting and A Better Super System as well as submissions to parliamentary inquiries into the purpose of superannuation and economic security for women in retirement. Brendan sits on the Victorian State Council for the Economic Society of Australia.



Michael Dockery
Curtin University

Associate Professor (Alfred) Michael Dockery is Principal Research Fellow with the Bankwest Curtin Economics Centre at Curtin Business School. His research has focussed on labour market experiences and outcomes for marginalised groups, the economics of education and training, the school-to-work transition, subjective-wellbeing (or 'happiness') and Indigenous socio-economic outcomes. Much of his research utilises longitudinal data. Current projects include the causes and consequences of occupational segregation by gender, including implications for the gender wage gap, and flexible working arrangements in Australia.



Michelle Fairbairn
Australian Treasury

Michelle Fairbairn is a Senior Adviser in the Retirement Income Modelling Unit of the Australian Treasury. During her time at the Treasury she has had a strong focus on applying data analysis and modelling techniques to a number of questions in public policy. She is currently focused on analysis and costing of superannuation policy. Michelle has a Bachelor degree with Honours in Economics from Macquarie University.

PRESENTERS



Donna K. Ginther
University of Kansas

Donna K. Ginther is a Professor of Economics and the Director of the Center for Science Technology & Economic Policy at the University of Kansas and a Research Associate at the National Bureau of Economic Research. Her major fields of study are scientific labor markets, gender differences in employment outcomes, wage inequality, scientific entrepreneurship, and children's educational attainments. Dr. Ginther has published in several journals, including Science, Journal of the American Statistical Association, Journal of Economic Perspectives, Demography, Psychological Science in the Public Interest, and the Papers and Proceedings of the American Economic Association.



Edwin Ip
Monash University

Edwin Ip is a Research Fellow at Behaviour Works, Monash University. He completed his PhD in Economics at the University of Melbourne. Edwin is a Behavioural Economist who uses experiments, economic theory and econometrics to study a variety of problems in Decision Making, Labour Economics, Development Economics and Retirement. His current research centres around the behavioural impact of affirmative action policies and topics in discrimination.



Michael Jetter
University of Western Australia

Michael Jetter is working at the University of Western Australia and is a Research Fellow at IZA and a Research Affiliate at the CESifo. Being originally from Germany, he received his B.A. (2007) and Ph.D. (2011) in Economics from the University of Memphis (USA). From 2011 to 2015, he worked at the Universidad EAFIT in Medellin, Colombia. Michael's research is mostly interested in understanding gender differences (e.g., in competitiveness and risk preferences) and how to potentially improve outcomes from a societal and individual perspective.

PRESENTERS



Jan Kabatek
Melbourne Institute

Jan Kabatek is a Research Fellow at the Melbourne Institute of Applied Economic and Social Research. Jan has obtained his PhD degree in Economics at the Tilburg University, and his research interests lie at the intersection of labor economics, family economics and applied econometrics. He is maintaining an active research agenda on marriage markets, female labor supply, and fertility.



Rose Khattar
Office of Senator Deborah O'Neill

Rose works as a policy advisor to a Federal Labor Senator. Previously, she worked as a policy analyst at the Commonwealth Treasury on a range of areas relevant to gender economics, including retirement incomes, workforce participation and social services. Rose has also worked in the business and not-for-profit sector on the superannuation gender gap and family violence. In 2015, she graduated from the University of NSW with a Bachelor of Laws and Bachelor of Economics, where she received the university medal in economics.



Shanthi Manian
Shanthi Manian, Washington State University

Shanthi Manian is an Assistant Professor in the School of Economic Sciences at Washington State University. She is development economist focusing on global health, gender, and development. Her research aims to identify economic mechanisms that inform policy design, particularly in understudied markets, with the goal of improving the health and agency of vulnerable people around the world. She focuses on the use of field experiments and natural experiments to enable rigorous causal identification of these mechanisms. She received her PhD from UC San Diego in 2017.

PRESENTERS



Jay Martin
KPMG

Jay Martin has over 25 years of experience in social policy and community services, covering program design, evaluation and delivery in Australia, Papua New Guinea, Timor Leste, Tajikistan and Azerbaijan. For the past four years she has been working with KPMG's Human Services team, providing strategic advice to government and non-government community services providers across Australia and in New Zealand.

Her research interests include service user involvement in evaluation, and strategic decision-making and risk management in not-for-profit agencies.



Emily Millane
Research Fellow, Australian National University

Emily Millane is a PhD candidate and research fellow at the Crawford School of Public Policy, Australian National University. Her research looks at the development of Australia's second pillar of old age welfare, specifically the conditions which led to the establishment of state-mandated, occupational superannuation in 1992. Emily was previously a research fellow at the Per Capita think tank, working on issues of economic security among the aged, especially women. She sits on the Social Policy Committee of the National Foundation for Australian Women.

PRESENTERS



Maryam Naghsh Nejad
Institute of Labor Economics

Maryam is a senior research associate in the Institute of Labor Economic (IZA) in Bonn, Germany. She received her PhD in Economics from West Virginia University. Currently she is a visiting scholar at the University of Technology Sydney. Maryam is an applied economist with a strong interest in gender, discrimination, and inequality issues. Her research span over women's rights, gender gaps in migration, institutions, child labor, and fertility.



Ananta Neelim
RMIT University

Ananta Neelim is a Lecturer at the School of Economics, Finance and Marketing RMIT University. He completed his PhD from Monash University in 2014. He specializes in Behavioral, Experimental and Development Economics. His current research focuses on how social norms and stereotypes (on the basis of social identity and gender) affects decision-making.



James Ottaway
Department of the Prime Minister & Cabinet

James Ottaway is an adviser at the Department of the Prime Minister and Cabinet. James has Honours in Economics from Monash University and a Bachelor of Politics, Philosophy and Economics from La Trobe University. James' research looks at the role of gender norms in the labour market. His work now focuses on infrastructure funding and use. He enjoys Doctor Who and puzzle games.

PRESENTERS



Rachel Power

University of Technology Sydney

Rachel Power has just completed a Bachelor of Business (First Class Honours in Economics) at the University of Technology Sydney. She presents the research from her honours thesis at the Australian Gender Economics workshop.

Rachel's research interests include the influence of gender in labour markets, social policy and political economy. She has been recognised by UTS Business School for her desire to use economics research to better the welfare of others and hopes to pursue a career to this purpose.



Alison Preston

University of Western Australia

Alison has worked at UWA since 2013 and prior to that was at Curtin University (1998-2013). She has a background in labour economics and industrial relations. Prior to joining academia she worked with UnionsWA in Perth and the Department of Industrial Relations in Canberra. Her primary research interests are in wage and employment structures, with a particular focus on gender. She currently serves on the editorial boards of the Industrial Relations Journal and the Australian Bulletin of Labour and has served on the editorial board of the Australian Journal of Labour Economics.



Maria Racionero

Australian National University

Maria Racionero is Associate Professor at the Research School of Economics and Associate Dean (HDR) at the College of Business and Economics of the Australian National University. Her main field of research is public economic theory, with particular interest in optimal taxation. Her work has been published in international refereed journals such as Canadian Journal of Economics, European Economic Review, European Journal of Political Economy, Journal of Public Economic Theory, Oxford Economic Papers and International Tax and Public Finance. One of her current projects explores the labour market effects of parental leave policies.

PRESENTERS



Tina Rampino
University of Queensland

Tina Rampino joined the University of Queensland as a Research Fellow after completing her PhD at the University of Essex. Tina is an applied economist with experience in education and labour economics predominantly working with secondary data. The purpose of her research is to uncover the mechanisms behind inequality with a specific focus on education, intergenerational transmission and internal constraints. She is particularly passionate about providing evidence to inform policy makers on the causes of disadvantage for the most vulnerable members of society.



Leonora Risse
RMIT University

Leonora Risse earned her PhD in Economics from the University of Queensland in 2008. She previously worked as a Senior Research Economist at the Productivity Commission before returning to academic teaching and research, and currently holds a Vice-Chancellor's Postdoctoral Fellowship at RMIT University. Her research interests encompass labour and human capital economics, demographic economics, equality and disadvantage, and the impact of personality and psychological traits, with particular focus on gender differentials. Leonora is a committee member of the Women in Economics Network (WEN) in Australia, and a Fellow of the Life Course Centre (LCC) and the Global Labor Organization (GLO).

PRESENTERS



Christine Smith
Griffith University

Christine Smith is a Professor of Economics at Griffith University. She has a PhD and Masters from Cornell University (United States), and Masters and Bachelor degrees from University of Queensland. She has held various senior academic management positions including Department Head, Faculty Dean and Pro-Vice Chancellor. She has acted as an advisor to federal and state governments and ministers as well as large private sector organisations.

She is the author (or co-author) of numerous publications in the areas of regional science, economic growth and regional development, peace studies and conflict management, evaluation of government programs and crime prevention. Areas of current interest include the evaluation of social policy programs, regional and urban development initiatives and natural disaster relief assistance assessments as well as the dynamic evolution of the Australian urban system – each of which has gender implications.



Julie Smith
Australian National University

Julie Smith is an ARC Future Fellow, and Professor (Associate) at the ANU. Her research focusses on women's unpaid care work, its interaction with the market economy, and its valuation in GDP. Her experience includes as expert advisor on the economics of breastfeeding and its health cost savings to the World Health Organization and the U.S. Department of Health and Human Services, on taxation policy for ACOSS, and as a senior economist in the Australian Public Service. She has published over thirty articles in medical, health and economics journals, plus several book chapters and two books.

PRESENTERS



Diana Contreras Suarez
Melbourne Institute

Diana Contreras Suarez is a Research Fellow at the Melbourne Institute of Applied Economic and Social research at The University of Melbourne. Dr Contreras Suarez is interested in looking at ways of improving human capital and wellbeing among disadvantaged populations by means of public policy. Her research covers several areas, including determinants of maternal mortality, the factors affecting women's participation in the labour market, gender wage gaps, and women's transitions in and out the labour market due to marriage and childrearing. Diana is currently working on evaluating the effects of social protection programs on Violence Against Women.



Claire Thibout
Melbourne Institute

Claire Thibout joined the Melbourne Institute as a Research fellow in January 2015. She is also a Life Course Centre Fellow. Claire completed her PhD studies in Economics in October 2014, at Paris School of Economics and the French National Institute for Demographic Studies. She specialized in the fields of household economics and economics of education. A major part of her work consists in understanding why some gender differences are persisting in the private sphere, for instance in relation with the allocation of time within couples or the educational choices of young people.

PRESENTERS



Timothy Watson

Department of the Prime Minister & Cabinet

Timothy Watson is a Policy Adviser from the G20 and Economic Policy Branch at the Department of the Prime Minister and Cabinet. He was the Australian Government's lead representative on the G20 Digital Economy Taskforce in 2016 and 2017. He is currently seconded to the Department of Industry, Innovation and Science to work on the Australian Government's Digital Economy Strategy, with special responsibility for digital inclusion. Timothy is also an economics PhD candidate at the Crawford School of Public Policy at the Australian National University.



Anna Zhu

Melbourne Institute

Anna Zhu is a research fellow at the Melbourne Institute of Applied Economic and Social Research at the University of Melbourne, Australia. Her research aims to identify or evaluate how social policy enables socially or economically disadvantaged persons towards greater participation in society and well-being. Anna's research applies principles and methodological approaches from economics and applied econometrics to large administrative and survey-based data.

DISCUSSANTS



Siobhan Austen
Curtin University

Siobhan Austen is Professor of Economics at Curtin University in Western Australia and Director of the Women in Social and Economic Research (WiSER) group, based at Curtin University. Siobhan is an associate editor of *Feminist Economics*, and a member of the Australian Bureau of Statistics' Gender Statistics Advisory Board and the Australian Women and Family Policy Roundtable. Her empirical research is broadly concerned with gender inequalities in ageing communities. She currently leads an ARC DP on intra-household issues for older couples.



Elisa Birch
University of Western Australia

Elisa Birch is a Senior Lecturer at the University of Western Australia. She has worked in academia for the past 15 years and her research interests include wage inequality, labour supply, economics of education and Indigenous Australian's labour market outcomes. Elisa has published in numerous leading journals such as the *Economic Record*, the *Journal of Industrial Relations* and *Higher Education Review*. She is currently in working on a number of projects investigating the gender wage gap.



Ishita Chatterjee
University of Western Australia

Ishita Chatterjee is a lecturer at the University of Western Australia. She joined the Economics Program at the UWA Business School in 2010 after completing her PhD from Monash University. She is an applied microeconomist with interest in institutional, demographic and development economics. Her current research focuses on the issue of son preference in India as also the gender gap in primary educational outcome in India.

DISCUSSANTS



Alan Duncan
Bankwest Curtin Economics Centre

Alan Duncan is Director of the Bankwest Curtin Economics Centre and Bankwest Professor of Economic Policy at Curtin University.

Alan has published widely in academic and policy outlets of the highest international reputation, and was awarded the prestigious Frisch Medal of the Econometric Society in 2000 for a paper published in the world-leading journal, *Econometrica*. His broad range of research interests include: public policy; education, training and childcare; labour market participation; gender equity; and inequality and wellbeing.

Alan completed a DPhil in Economics at the University of York. He has served on senior advisory panels and boards for government and public sector organisations and has given evidence at Federal Senate Committee hearings.



Margaret Giles
Edith Cowan University

Margaret Giles is in the School of Business and Law at Edith Cowan University. She researches the cost effectiveness of correctional education for male and female ex-prisoners. Margaret is a founding member of WEN. She has been a member of the Hegg Hoffet Fund (HHF) for Displaced Women Graduates since 2013, raising funds and providing grants to refugee women for up-skilling in their profession. Margaret has had prior academic appointments and research and policy positions in Federal and State Governments.

DISCUSSANTS



Helen Hodgson
Curtin Law School, Curtin University

Helen Hodgson joined the Department of Taxation in Curtin Law School in 2014. Helen has a particular interest in Tax Policy, and was a participant at the 2010 Tax Forum. Her current areas of research are the tax-transfer system, housing and superannuation policy, particularly applying a gender lens. Helen is a member of the Social Policy Committee of the National Foundation for Australian Women, and is one of the authors of the annual Gender Lens on the Budget.



Jaslin Kalsi
Bankwest Curtin Economics Centre

Jaslin Kalsi is a PhD scholar at the Bankwest Curtin Economics Centre. Her research focuses on intra-household entitlements and gender inequality. She is also a researcher for the Women in Social and Economic Research (WiSER) cluster. In July 2014, Jaslin was named a UN Global Community Champion for Women's Economic Empowerment. She is a co-founder of the successful UN Women's Empower Women 'I am (wo)man' social media campaign. Since, she has also supported the Red Elephant Foundation with policy research and helped compile reports for the United Nations Development Programme (UNDP).



Daniel Kiely
Bankwest Curtin Economics Centre

Prior to joining BCEC in 2015, Daniel Kiely was Principal Economist and Policy Advisor at CCIWA, WA's peak industry body. He previously lectured economics at University College Cork (UCC), Ireland, and holds a PhD from the University of Ulster, Belfast. One aspect of his PhD study looked at the double disadvantage of female immigrants in the Irish labour market. His research interests include labour and housing outcomes of immigrants, ethnic minorities and female workers and building workforce capacity in Infant Mental Health.

DISCUSSANTS



Astghik Mavisakalyan

Bankwest Curtin Economics Centre

Astghik Mavisakalyan is a senior research fellow at Bankwest Curtin Economics Centre. Previously she served as a postdoctoral fellow at the Australian National University. Astghik's research interests are in economics of education, labour economics and political economy, with a particular focus on gender. In 2010, Astghik received the Walter Noel Gillies Prize for the Best PhD Thesis in Economics at the University of Sydney; in 2015 she was awarded Curtin Business School New Researcher of the Year award. Astghik serves on the editorial committee of The Economic and Labour Relations Review.



Ha Nguyen

Bankwest Curtin Economics Centre

Ha Nguyen joined the Bankwest Curtin Economics Centre at the Curtin University in 2014. He receives his PhD in economics from the Australian National University. He has previously held academic appointments at the Australian National University and the University of Queensland. He has published widely in both academic and policy outlets, with articles appearing in high-ranking economics journals, including Journal of International Economics, Health Economics, American Journal of Health Economics, Social Science & Medicine, Labour Economics, Journal of Development Studies, and Economic Record



Silvia Salazar

Bankwest Curtin Economics Centre

Silvia Salazar is a research fellow at Bankwest Curtin Economics Centre at Curtin University. She specialized in development economics, time use and inequality. She obtained her PhD at the Paris School of Economics and she previously held academic positions at the University of Sorbonne, University of Paris 13 and Dom Bosco University.

Her research in gender focuses on the analysis of household well-being and its interaction with the domestic production and time allocation. Silvia also studies gender inequalities in the labour market.

DISCUSSANTS



Yashar Taverdi

Bankwest Curtin Economics Centre

Yashar Taverdi is a Research Fellow with the BCEC and more often contributes to the centre's series of reports. Before joining BCEC, Yashar worked as a Lecturer and Teaching Assistant at several WA universities. Yashar also brings his significant industry experience in Banking and Finance where he worked in different capacities such as Analyst, Business Consultant and Senior Manager. With a primary interest in Data Analytics and Applied Econometrics, Yashar researches on topics related to Environment and Energy, and Health economics.



Yixiao Zhou

Curtin University

Yixiao Zhou is lecturer at School of Economics and Finance, Curtin University. Her research interests include the mechanisms of technological progress and industrial upgrading in developing countries, economics of innovation, automation and income inequality, economic growth in China, and the link between participation in global value chain and changing production structure in various economies. Yixiao gained her PhD in Economics from the Australian National University and graduated from Peking University with Bachelor of Economics and Bachelor of Science.

SESSION CHAIRS



Harry Bloch
Curtin University

Harry Bloch is currently John Curtin Distinguished Emeritus Professor at Curtin University, having previously been Professor of Economics (1997 to 2012). Previously, he held academic positions at the University of Tasmania, University of Denver, University of Manitoba, University of British Columbia and Illinois Institute of Technology. He has a BA from the University of Michigan, MA and PhD from the University of Chicago. He has been editor of the Economic Record (2002 to 2006) and a member of the Australian Research Council, College of Experts. He is a Fellow of the Academy of the Social Sciences in Australia and an Honorary Fellow of the Economic Society of Australia.



Anne Daly
University of Canberra

Anne Daly is a Professor Emeritus in Economics at the University of Canberra. She has a long history of research in applied Labour Economics and continues to research on the economic and social position of women and Indigenous Australians and skill differentials in the Indonesian labour market.

SESSION CHAIRS



Mark Harris
Curtin University

Mark Harris joined Curtin University in 2011 as a Professor in the Department of Econometrics & Quantitative Modelling and is currently a John Curtin Distinguished Professor in the Economics Discipline Group. Prior to this, he held teaching/research appointments at Monash University and University of Melbourne. His research and publication interests have been focused on the areas of applied economics and econometrics, in particular in the broad areas of health, labour and wellbeing.



Rachel Ong ViforJ
Bankwest Curtin Economics Centre

Rachel Ong ViforJ is Deputy Director of the Bankwest Curtin Economics Centre and Professor of Economics in the Curtin Business School. Rachel's research expertise includes housing policy issues, evaluation of tax-transfer reforms and population ageing. Rachel has worked on projects funded by the Australian Housing and Urban Research Institute, Australian Research Council, and government and industry organisations. She is currently an Associate Investigator at the ARC Centre of Excellence in Population Ageing Research and has been appointed to various expert panels including the Economic Society of Australia's National Economic Panel.



POLICY SYMPOSIUM

Gender Equity: What policies does Australia need right now?

PRESENTED BY BCEC & WEN

9 FEBRUARY 2018
FREMANTLE, WESTERN AUSTRALIA



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PROGRAM

3.30pm	Registration
3.50pm	Welcome by Alan Duncan
3.55pm	Introduction Tania Cecconi Executive Director CEOs for Gender Equity
4.00pm	Panel Discussion and Q&A Tania Cecconi Executive Director CEOs for Gender Equity Betsey Stevenson Associate Professor Michigan University Hon. Simone McGurk MLA WA Minister for Women's Interests; Child Protection; Prevention of Family and Domestic Violence; Community Services Diane Smith-Gander Non-executive Director Wesfarmers Conrad Liveris Corporate Adviser on workplaces and risk Rebecca Cassells Principal Research Fellow Bankwest Curtin Economics Centre
5.15pm	Vote of Thanks Shari Cosgriff Chief Operating Officer – Personal and Business Banking Bankwest
5.20pm	Event concludes

Have a question for the panel?

Simply head to www.slido.com and enter event code #AGEW18 to post your question.

Your question will be seen by other audience members and our policy chair, and you can also vote for questions posted by other audience members, if you'd like that question answered too.

PANEL



Betsey Stevenson **University of Michigan**

Betsey Stevenson is an Associate Professor of Public Policy at the Gerald R. Ford School of Public Policy, and also an Associate Professor of Economics, at the University of Michigan. She is a Research Associate with the National Bureau of Economic Research, a Visiting Associate Professor of Economics at the University of Sydney, a Research Fellow at the Centre for Economic Policy Research in London, and a Fellow of the Ifo Institute for Economic Research in Munich. Previously, Betsey has served as a member of the White House Council of Economic Advisers from 2013 to 2015 and as the Chief Economist of the U.S. Department of Labor from 2010 to 2011. In 2018, Betsey commenced an elected position on the Executive Committee of the American Economic Association.

Betsey's research focuses on the impact of public policies on the labor market. Her research explores women's labor market experiences, the economic forces shaping the modern family, and the potential value of subjective wellbeing data for public policy. Betsey earned her PhD in Economics from Harvard University and previously held positions at Princeton University and the University of Pennsylvania's Wharton School. She is a columnist for Bloomberg View and her analysis of economic data and the economy are frequently covered in the media.



Hon. Simone McGurk MLA **Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence; Community Services**

Simone is the State Labor Member for Fremantle, and the Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence and Community Services. As a Minister in the McGowan Labor Government, Simone is working to establish a whole-of-government approach to tackling the scourge of family and domestic violence, and is ensuring that our state invests in children during the critical early years to build stronger families and communities.

Prior to her election in 2013, Simone worked in the union movement for over 22 years. She was one of the first women elected to be an Organiser for the Australian Manufacturing Workers Union, before being elected the Assistant State Secretary in 1997. She later worked with the union United Voice. From 2007, Simone served as Assistant Secretary, and later Secretary, of Unions WA. There, she coordinated the Your Rights at Work Campaign against the Howard Government's 'Workchoices' reforms, and campaigned for more local content and local jobs during WA's mining boom.

Simone has also worked in Native Title for the Yamatji Land and Sea Council, and as a producer with the ABC. Simone holds degrees in History from the University of Melbourne and Media from Murdoch University.



Diane Smith-Gander

Wesfarmers

Diane Smith-Gander is non-Executive director AGL Energy, Wesfarmers Limited, Chair of Safe Work Australia, Asbestos Safety & Eradication Council, a board member of Keystart Loans, Henry Davis York, CEDA and immediate past President of Chief Executive Women, Australia's pre-eminent women's advocacy group. Diane has held a wide range of non-executive roles in the past including Chairman of Broadspectrum, Deputy Chairperson of NBNCo, non-executive director of the CBH Group, commissioner of Tourism WA and board member of the Committee for Perth.

Diane's last executive role was Group Executive at Westpac; a member of the leadership team of the corporation, responsible for all Information Technology, back office operations, global vendor management and property. Diane was a General Manager at Westpac for 10 years in the 1990s responsible for back office functions, retail networks and support functions. Prior to re-joining Westpac Diane was a partner at McKinsey & Company in Washington and New Jersey serving clients in diverse industries globally. Diane became a senior advisor to McKinsey in Australia in 2016.

Diane has been active in sports administration and is a past Chairman of both Basketball Australia Limited, the sport's peak body, and the Australian Sports Drug Agency, the government agency responsible for deterring the use of performance enhancing drugs. Diane holds an MBA from the University of Sydney and a BEc from the University of Western Australia (UWA). In 2015 she was awarded an Honorary Doctorate of Economics from UWA. She is a Fellow of the AICD and Governance Institute of Australia and an adjunct professor of corporate governance at UWA where she serves on the advisory board of the Business School. She is also a Council member of Perth's Methodist Ladies' College.

Diane is a keen down hill skier and operates a vineyard in Margaret River.



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Conrad Liveris

Corporate Adviser on workplaces and risk

Conrad Liveris is a corporate adviser on workplaces and risk, and is recognised as one of Australia's leading employment experts.

Using data and original evidence, his practice has a focus on performance and productivity. He has worked with a wide variety of organisations and senior leaders on workplace design, organisation structuring, workplace design, remuneration and political risk. While primarily Australian-focused, he works in partnership with leading institutions in the UK and USA.

Previously he worked in communications, public policy and government, and was placed in a management role early in his career. Conrad holds a bachelor of arts, master of commerce and certificate in governance and risk, as well as having completed leadership education at the University of California Los Angeles. He is an Associate Fellow of the Royal Commonwealth Society.



Rebecca Cassells

Bankwest Curtin Economics Centre

Rebecca is Principal Research Fellow with the Bankwest Curtin Economics Centre. Rebecca has a diverse research portfolio that deals both with research methods and policy evaluation. Her principal areas of research include: poverty and disadvantage, social exclusion, wealth and superannuation; child and youth wellbeing; education; geographic differentials and gender divisions. She has led major commissioned research reports for government, private sector and not-for-profit organisations. Her work has been influential in driving public debates and influencing policy and legislation. Rebecca also serves Chair of the ACT Women in Economics Network.



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CHAIR



Tania Cecconi **CEOs for Gender Equity**

Since 2016, Tania has been thrilled to work with CEOs for Gender Equity as its inaugural executive director.

Working with progressive CEOs their goal is to turn the dial on gender equity in WA; WA lags on every national gender equity indicator. Her job is to help them lead the transformation of their workforce by eliciting and sharing their stories of what works and doesn't work to drive and improve gender equity further.

Daily she enjoys conversations with CEOs and leaders who lead purposefully and intentionally about how they have committed to gender equity as a strategic priority.

Along the journey she has had her own unconscious biases challenged, continues to add to her toolbox of powerful CEO-led initiatives (that are incidental to policy & process) and have had reaffirming moments with national leaders and advocates such as Liz Broderick AO, David Morrison AO and Diane Smith-Gander.

As an executive, she is resolutely committed to delivering impact and results; being strategic and pragmatic helps get the job done. Being committed to community impact whilst being commercial is the balance she strives to bring.

She is also absolutely committed to helping businesses lead transformation, improve organisational and individual performance, working cross functionally, developing high level networks and attracting resources to get things done.



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Let's keep in touch

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